

## NASA 2006 Separation Incentive (Buyout) Agreement, December 2005

I wish to voluntarily apply for a separation incentive payment (buyout).

- My decision to leave NASA and Federal employment is voluntary.
- I will not be eligible for reemployment (paid or unpaid) within the Federal Government for 5 years from the date of my separation unless a waiver is approved by OPM, and I repay the gross amount of the buyout.
- I will not be eligible to enter into a “personal services” contract with the Federal Government for 5 years from the date of my separation, unless a waiver is approved by OPM and I repay the gross amount of the buyout (I understand that a personal services contract is with me, as an individual, contracting directly with the Federal Government to provide services).
- To receive a separation incentive payment (buyout), my separation date must be on or before January 3, 2006. I understand NASA may delay this date if my current task is mission critical. I will be advised of the alternative date.
- If I subsequently apply and am approved for disability retirement, or an alternative form of annuity (AFA) based on a life-threatening condition, I will be required to repay the entire amount of the buyout. (I understand this will only occur if the disabling or life-threatening condition is present at the time I receive the buyout).
- I understand that to continue health benefits coverage into retirement, I must have been enrolled continuously in the Federal Employees Health Benefit (FEHB) program for an OPM specified period of time, normally 5 years. I am responsible for insuring I meet the eligibility requirements.
- I understand that since my separation is voluntary, I may not be eligible under my states’ laws for unemployment compensation.
- I understand that my organization, and other Center organizations that have a responsibility for employee clearance activities, will be made aware of my intent to separate.
- I understand that I may possess a critical competency required at another NASA Center involved in the buyout; however, I am unwilling to relocate. As a result, I request NASA proceed with my request for a buyout.
- I understand that requests for extensions, not to exceed March 31, 2006, will be approved the Chief Human Capital Officer at Headquarters.

I agree to separate from the Federal Service effective: \_\_\_\_\_, in return for payment of a voluntary separation incentive (buyout). I understand that my separation is voluntary and generally can be withdrawn at any time prior to separation. I further understand that the Agency may choose not to honor my request to withdraw my retirement/resignation and require me to separate with a buyout on the agreed upon date, if harm or disruption would occur as a result of my retention in the Federal service. In such an event, the Agency would provide me with the reason to deny my request.

\_\_\_\_\_  
Employee’s Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Human Capital Officer

\_\_\_\_\_  
Date